What we're looking for

- We want people who are curious, creative, persistent and self-aware. People who take risks, and who draw inspiration from lots of different disciplines. When have you demonstrated these qualities? We'd love to hear about it!

- We want to get to know the person behind your resume. What stories from your professional and personal life show why you're the right person for this job?

- Why are you interested in this role at Pinterest? What tricky situations have you navigated at previous jobs? How familiar are you with the product? We'll also be looking for answers to these old chestnuts, too.

- We're big believers in authenticity here at Pinterest. Don't be afraid to tell us about your struggles and weaknesses.

- Do you have any questions for us? Let 'em rip. We love questions!

We're also looking for these engineering essentials

- **Technical and practical abilities** We may ask you to solve a problem, test code or implement a proposed technical design. You should be comfortable discussing high-level problems, considering real world requirements and translating solutions into working code.

- **How you think** As you make your way through a problem, think out loud so we get a feel for your process. We want to hear how you tackle things.

- **High-quality and efficient code** Can you adopt established coding standards and best practices while writing clean and maintainable code?

- **Scrappiness** Can you identify inefficiencies and propose improvements? Do you have any tips, tricks and lessons learned from past experiences? Can you find simple ways to

solve problems while taking risks?

- **Diverse experiences** We're looking for a variety of experiences, not just whether or not you've done the exact job we're hiring for. Different perspectives make us better at building innovative products.

- **Collaboration and leadership skills** We're looking for team players who can mentor and inspire the people around them. You should be invested in the tech world as well.

- **Passion for Pinterest** We want people who can solve Pinterest-style problems, help us grow, and challenge us to make a better product for our Pinners. Are you thoughtful about the user experience? Can you suggest implementation trade-offs? Consider problems at scale, and propose a realistic effort estimates.